

made by check the Treasurer of your League shall sign invoices and check. This will prevent duplication of payment of invoices.

We wish to take this opportunity to express our appreciation for the assistance that Mr. Ashby accorded the member of our Staff.

Yours very truly,

signed - Sternrich & Siegel

CERTIFIED PUBLIC ACCOUNTANTS.

LWS/SS

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10 February 1925

Mr. Franklin Conklin
The Welfare Federation of Newark
24 Branford Place, Newark, N.J.

My dear Mr. Conklin:

With reference to the questionnaire concerning the Welfare Federation of Newark, we are submitting the following replies.

In answer to question 1, we would say that the Community Chest represents unquestionably the greatest step forward in the financing of the Charities of Newark. It is a unified movement, making for economy and efficiency, and the experience of more than two hundred cities so demonstrate its worth, that we think it beyond argument, certainly it has stimulating and encouraging aspects, which the old plan could never offer. Therefore, we, the New Jersey Urban League may say with emphasis that we have benefited by the Community Chest. But while this is true, we deem it important to call to your attention the seemingly forgotten fact so far as the questionnaire goes, that the Community Chest, is but a part of the mechanism and that the Welfare Federation, which should be the true instrument for bringing about in Newark a happier result among the agencies, and for studying and developing welfare plans for the city, has been emphasized only negligibly. The end of the plan is, in reality, the part on which the success of the financial end must depend.

2. Our organization has had its courage doubled and its efficiency increased many fold by the support of the Welfare Federation. We would, therefore, in no wise think of reverting to the previous existence of things.

3. This information is on file, we believe, in the office of the Welfare Federation. In considering the amount raised, it must be borne in mind that 1923 was the first year of the Welfare Federation Drive. We had always made unusual efforts ourselves to get funds during the three months of October, November, and December. Our efforts were almost nullified because anything we might have done was swamped in the larger campaign. We did not get, therefore, more than 50% of what we customarily received during the three last months of the year. The amount raised for the year was \$115.94. This amount is at least \$3400 short of what we needed to do an effective and approved piece of social work among the growing population of Colored people in our city.

4. Five of our directors took active part in the last campaign. Our understanding is that there were several others who had planned to help and had so arranged their affairs, but they failed to receive proper credentials, after repeated assurances that they were forth coming. They therefore, felt that it would be a mistake to be active without due authorization.

5. (a) We would suggest, that an educational program be carried on throughout the year, indicating the scope of the participating charities and at the same time, setting forth the ramification of these fifty participating agencies in administering relief throughout the year.

(b) We would suggest also that we come to a sudden and final halt in our appreciation of the Community Chest alone. It seems to us that for the good of the movement, for the good of the agencies, and for the good of the Community at large, we must begin to stress the Welfare Federation as the instrument through which the social needs of our community are to be met. As directors of our several organizations, we know that we are always more generous in our support, if a spirit of social well-being pervaded them. So it is, we think, with this movement, let us establish in the minds of the people that it is a social Federation, interested primarily in social advancement of the city. In such a manner the true purpose of the plan will be demonstrated and we shall thereby correct the false notion that has gotten abroad that it is merely a financial plan which is to be operated annually, with little other objective.

Again, may the following suggestion be submitted in the most gentle and blameless manner. We feel that for the Welfare Federation there must come a change in directorship. If Newark is to command the place she should and of which she is surely capable, along side of the other cities which have adopted this modern philanthropic plan, we feel that the Director of the Welfare Federation must be an individual who is a student of the Social Forces in this Community, and who knows how to organize them for the best social accomplishments. If we could secure one who is

a student of the Social Forces in this Community, and who knows how to organize them for the best social accomplishments. If we could secure one who is happily a combination of a financial man and community organizer we shall be the better for it. But by all odds, we feel that primarily, the Director should be an organizer of the Social Forces.

Perhaps in view of the condition that the Federation is now in, it might not be amiss to respectfully urge that this change come about as quickly as an individual who meets the requirements and approval of the Executive Committee and Board of Trustees can be secured.

Until the present time, there has been a manifest weakness on the part of the Executive Secretaries of many of the participating agencies as to their real responsibility for the success of the Community Chest. The reasons for it are not clear. But a Director such as the one referred to above, could certainly see this weak spot and bring about the necessary cohesion and support.

Finally, as to the funds for this present year. May we dare suggest that instead of the agencies being kept on their present basis - upon which many of us certainly cannot get along - the funds in hand of the Welfare Federation be made to go over a period of ten months, giving them as near as possible the amounts they had last year. At the next financial drive which would come in October, funds then might be raised for a period of fourteen months. We believe that such a plan could not help but have a wholesome effect on the community. Certainly it would relieve the agencies and their directors of the anxiety and uncertainty which they are now experiencing.

Yours very respectfully,

CARL RANNWART
President N.J. Urban League

WILLIAM M. ASHBY
Executive Secretary.